

DRIVE

Q3 2024

#NoWrongPath

Read about how we are helping to inspire the next generation of young people

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Inclusion Week 2024

Find out what activities took place during Inclusion Week 2024

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CSR Overview

Take a look at our recent CSR activities

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SPOTLIGHT:

Paul Green, Mens Health Employee Network

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This electronic version of DRIVE News contains useful links to all the information you need to access.

The contents to the left is also clickable - simply select the page you'd like to visit and you'll automatically be taken there.

DRIVE Sponsors

  Development Champion Daniel Stephen	  Recognition Champion Douglas Ibbotson	  Inclusion Champion Katherine Webster	  Voice Champion Employee Reps	  Engagement Champion Jennie Ramsay
UK Leadership Team:				
 UKLT Sponsor Robert Taylor	 UKLT Sponsor David Stewart	 UKLT Sponsor George Akers	 UKLT Sponsor Nicola Murray	 UKLT Sponsor Steve Hunt

Welcome to your employee magazine



@Stork UK
Follow Us

Welcome to this latest edition of our employee magazine, where we celebrate the achievements and initiatives that make our organisation a truly inspiring place to work.

This month, I'm especially excited to highlight the continued work of our [Employee Networks](#). These groups are designed to foster collaboration, inclusivity, and personal growth, providing a space for employees to connect, share experiences, and drive positive change within our organisation. I encourage everyone to explore these networks and get involved in building a supportive and dynamic workplace community.

As we look ahead, I'm also thrilled to announce that our 2024 [Annual Safer Together Awards](#) celebrations will take place at the end of October. This event is our opportunity to recognise and reward the exceptional talent and dedication demonstrated by so many of you. It's a moment to reflect on the hard work and accomplishments that have driven our success, and I look forward to celebrating with you.

Additionally, I want to take a moment to commend the incredible [CSR](#) activities our teams have been involved in. From local community outreach to environmental sustainability projects, your passion for making a positive impact is truly inspiring. These efforts not only strengthen our company's values and purpose of [Maintaining a Better World](#), but also demonstrate our collective commitment to giving back and supporting those around us.

Throughout this edition, you will find stories of growth, exciting project updates and insights into the strategies that continue to shape our future. I encourage you to take a moment to celebrate the contributions and milestones of your colleagues, and to draw inspiration from the incredible work happening across our organisation.

Thank you all for your dedication, enthusiasm, and contributions.

Best regards,

REGIONAL DIRECTOR UK



2024 Employee Engagement Calendar

Your 2024 Employee Engagement Calendar gives you an overview of what is coming up throughout the year, across all of our UK sites. You can access the calendar and a range of other resources on your DRIVE platform [here](#) or in your DRIVE handbook. Here's a reminder of all our activities for 2024:

DRIVE

CSR

Safer Together

Internal Marketing

JANUARY / Q1	FEBRUARY / Q1	MARCH / Q1	APRIL / Q2	MAY / Q2	JUNE / Q2
<ul style="list-style-type: none"> Monthly Safer Together Steering Group Meeting - 18/01 Energy Saving Week - 17/01 Health Checks - 29/01 2024 P&D Goal Setting Monthly CSR Activities Development Toolkits Employee Representative Sessions Inclusive Leadership Manager Follow Up Session & Employee Survey Marketing Blog Post - Send Topic Ideas to Employee Communications 	<ul style="list-style-type: none"> Time to Talk Day and Quiz 01/02 Tinnitus Awareness Week - 05/02 National Apprenticeship Week - 05/02 Monthly Safer Together Steering Group Meeting - 15/02 Stork UK Management Review - 20/02 Monthly CSR Activities Development Toolkits 2024 P&D Goal Setting Employee Representative Sessions Monthly Lunch While You Learn - Fabric Maintenance (FM) Overview 	<ul style="list-style-type: none"> International Women's Day - 08/03 Stop Smoking Day - 13/03 Monthly Safer Together Steering Group Meeting - 21/03 Employee Representative sessions Monthly CSR Activities Q1 DRIVE News Magazine Development Toolkits Neurodiversity Week - 18/03 LinkedIn People Series Monthly Lunch While You Learn Q1 HSEQ Campaign - Disclosing Health Information to your Employer 	<ul style="list-style-type: none"> Investors in Young People Assessment - 15/04 Monthly Safer Together Steering Group Meeting - 18/04 Monthly CSR Activities Development Toolkits Employee Representative Sessions Monthly Lunch While You Learn Stay Interviews: Employee Pulse Survey Launch Employee Network Launch Monthly Lunch While You Learn - Environmental, Social, and Governance (ESG) Overview 	<ul style="list-style-type: none"> Mental Health Week - 13/05 Monthly Safer Together Steering Group Meeting - 16/05 Grampian Pride - 25/05 National Walking Month Monthly CSR Activities Development Toolkits Employee Representative Sessions Marketing Blog Post - Send Topic Ideas to Employee Communications 	<ul style="list-style-type: none"> DRIVE/ HSEQ Week - 03/06 World Environmental Day - 05/06 World Blood Donor Day - 14/06 Monthly Safer Together Steering Group Meeting - 20/06 International Women in Engineering Day - 23/06 Armed Forces Day - 29/06 Q2 HSEQ Campaign - Mental Health and Wellbeing Monthly CSR Activities Q2 DRIVE News Magazine Development Toolkits P&D Mid Year Review Employee Representative Sessions Monthly Lunch While You Learn
JULY / Q3	AUGUST / Q3	SEPTEMBER / Q3	OCTOBER / Q4	NOVEMBER / Q4	DECEMBER / Q4
<ul style="list-style-type: none"> Monthly Safer Together Steering Group Meeting - 18/07 Monthly CSR Activities Employee Representative Sessions Development Toolkits Benefits Window P&D Mid Year Review LinkedIn People Series Monthly Lunch While You Learn <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>To host a monthly lunch while you learn session, please email Anna Farquhar</p> </div>	<ul style="list-style-type: none"> Cycle to Work Day - 01/08 Monthly Safer Together Steering Group Meeting - 15/08 Monthly CSR Activities #NoWrongPath - Developing Young Workforce Campaign Development Toolkits Employee Representative Sessions Monthly Lunch While You Learn 	<ul style="list-style-type: none"> Investors in People Assessment - 09/09 Monthly Safer Together Steering Group Meeting - 19/09 National Inclusion Week and United Nations Sustainable Development Goals - 23/09 Monthly CSR Activities Q3 DRIVE News Magazine Employee Representative Sessions Development Toolkits Q3 HSEQ Campaign - Cardiac Health Marketing Blog Post - Send Topic Ideas to Employee Communications Monthly Lunch While You Learn 	<ul style="list-style-type: none"> Monthly Safer Together Steering Group Meeting - 17/10 Menopause Awareness Day - 18/10 Monthly CSR Activities Development Toolkits Management Development Programme Pension Awareness Sessions Employee Representative Sessions Flu Vaccinations Monthly Lunch While You Learn 	<ul style="list-style-type: none"> World Quality Week - 11/11 International Men's Day - 19/11 Monthly Safer Together Steering Group Meeting - 21/11 Monthly CSR Activities Giving Tree Q4 HSEQ Campaign - Holistic Health and Wellbeing Benefits Window Development Toolkits Employee Representative Sessions Flu Vaccinations Monthly Lunch While You Learn 	<ul style="list-style-type: none"> Persons with Disabilities Day - 03/12 Monthly Safer Together Steering Group Meeting - 19/22 Christmas Quiz Monthly CSR Activities Q4 DRIVE News Magazine Development Toolkits Employee Representative Sessions P&D Year-End Review Monthly Lunch While You Learn



#NoWrongPath In Stork

Each year we take part in the Developing Young People #NoWrongPath campaign to illustrate the endless opportunities when it comes to careers. Everyone has their own unique journey to success and Stork is here to support you with your next step.

One route is our trainee programme, targeted at individuals from all walks of life, including those who have recently completed their studies, those looking for a career change or individuals who are ready to take on a new challenge.

[Jack Hannah and Grant Baillie](#) undertook our 12-month Trainee Painter Programme and are now fully qualified Rope Access Painter/Blasters. Both have a strong drive to continue their development and progress their careers within Stork.



Subject Matter Expert (SME) / Technical Authority (TA) Insights

Left to Right: Graeme Falconer, Anna Havlin and Denise Kinghorn

SME's and TA's are professionals with advanced knowledge of a specific field or subject. They provide specialised knowledge on a specific area, practice or process and collaborate with managers and teams to define objectives, standards for deliverables and technical expertise. Currently we have 61 SME/TA's across Stork and we caught up with a few of them:

Anna Havlin, Supply Chain Manager:

Why is your role critical to business success?

The role of a Supply Chain Manager is crucial for cost management and operational efficiency, ensuring the flow of goods, information and resources throughout the supply chain. By streamlining process, reducing waste and improving turnaround times, this enables Stork to operate more efficiently, which directly impacts the bottom line.

In a nutshell, the role of a Supply Chain Manager is integral to a company's success, as it encompasses efficiency, cost management, risk mitigation as well as customer satisfaction, and strategic advantage.

What do you enjoy about the role?

I love the dynamic nature of the role - no two days are the same. One day, I might be negotiating with suppliers to secure the best deals, and the next, I'm analysing data to improve our supplier management systems and solving complex problems.

The ability to see the direct impact of my decisions on the company's efficiency and profitability is incredibly rewarding.

Graeme Falconer, NDT Technical Manager:

Why is the role of an SME/TA important?

They bridge the gap between theory and practice, guiding teams to make informed decisions and solve complex problems, ultimately driving the success of projects.

What brings you the most satisfaction in your role?

I enjoy using my knowledge to tackle complex challenges and being relied upon to make tangible impacts. I also like the continuous learning, collaboration with other teams and departments and the chance to stay up to date with the latest inspection technologies.

What's something unique about yourself that most people wouldn't know?

When I was a field technician and on field breaks, I occasionally worked as an extra in Game of Thrones. It was filmed in Ireland, where I was living at the time.

Denise Kinghorn, Monitoring Solutions Manager:

In what ways is the role of an SME/TA impactful?

The SME/TA's possess in-depth knowledge of their specific specialities. This ensures that any decisions that need to be made are well informed using the most current information. This reduces the risks for the process/project and increases the chances of success. They also play an important role in training and mentoring but imparting their knowledge and expertise to develop the next generation.

Tell us an interesting fact about yourself:

I have been at Stork for 15 years and started as a Field Engineer then progressed to Technical Support Engineer & Competency Assessor. I then moved into the projects field and became a Team Leader and then a Project Manager, before progressing to the Department Manager role.

In the time I have been at Stork I have seen lots of change, particularly around automation, digitalisation and innovation. This has driven my passion for the role further and allowed me to develop.



We want to encourage and inspire you to develop your skills knowledge and competence, as well as progressing your career at Stork. It's important for us to ensure the training tools and resources are available, allowing you to take on greater challenges.

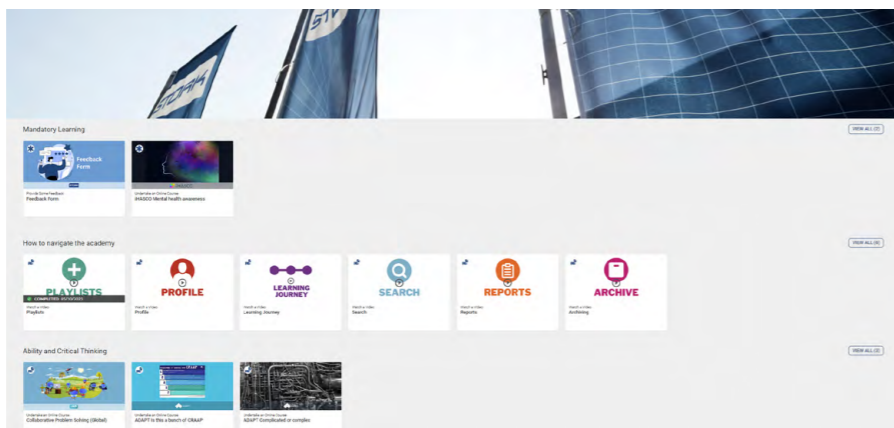
Daniel Stephen,
Learning and
Development
Consultant

Whats new on our learning platform?

New training materials have been added to our [LXP platform](#). These new resources are designed to highlight the importance of your physical and mental health, as well as your wellbeing. These tools will help you to broaden your understanding of building a more sustainable future, vital for our long-term health and happiness.

Other new playlists and topics include:

- Occupational Health: Wellbeing focused modules
- Inclusion Awareness: Learn about topics to support our inclusive culture
- Decarbonising Engineering Construction: Designed to empower you to become a champion of climate action.





Career ready students



Hollie-Rose Thomson

Career Ready: Inspiring the next generation

Throughout the summer we welcomed two young people to Stork for a 4-week paid work experience, as part of their internship and mentoring with [Career Ready](#). The programme helped our interns unlock their own talents, gain workplace experience and kick off their future careers.

We also welcomed a further 20 students to our Aberdeen facility who were on placements across various energy companies as part of their mentoring programme.

In addition to interactive sessions, provided by our Integrity Services and Base Facility teams, there was a strong focus on #nowrongpath with our colleagues sharing their own personal career journeys.

Bramble Brae Primary School - Maths Mentoring

Our ongoing partnership with Bramble Brae primary school took an exciting step forward with our pilot Maths Mentoring project.

In May, our graduates worked with a group of primary 7 pupils to share insights into how they use maths in their everyday roles. Hosting engaging sessions, they showcased the wide variety of ways maths can be used from Finance through to Communications & Marketing, as well as Project Management.

Both our graduates and the Bramble Brae learners grew in confidence over the weeks and a new appreciation of maths in the workplace was shared.



Pupils from Bramble Brae taking part in the maths mentoring

Prince's Trust Work Experience

We continue to develop our partnership with [The Prince's Trust](#) to provide advice and guidance for young people preparing to take the next step into their career. In addition to quarterly site visits with course delegates, we were delighted to offer work experience and welcomed Hollie for a 1-week placement to gain valuable insights into the working environment.

Hollie was based within our Competency Assurance Team, assisting with administrative tasks and received nothing but positive feedback regarding her work ethic and commitment.

Sharron MacDonald, Bramble Brae Head Teacher told us:

"The maths mentoring scheme has been a great opportunity for our learners to see how the maths they have been learning in school, transfers into real life problem solving in the workplace. It has also been valuable for the learners to have the opportunity to make connections with the graduates at Stork and find out about the roles they do and the journey they took to get into employment"

"We are so grateful for our partnership with Stork and the ongoing work to promote skills for learning, life and work."

After such a successful pilot, we are looking forward to be working on our next maths mentoring project with the new primary 7 pupils.



My Career Ready Story: Aldred Gibson



I signed up to Career Ready because I found starting a job to be very intimidating and had no idea how anything worked, which really put me off. However, when I heard my school was part of the Career Ready programme and there was a chance to complete a 4-week internship, I thought this would be an amazing opportunity. I wanted to understand exactly what the world of work looked like compared to school and I was eager to start my career.

The mentoring has helped me realise that work isn't as scary as I first thought. It helped me become more relaxed and boosted my confidence with finding a job in the future. Additionally, it taught me how to be a better colleague and important things like how to make powerpoint presentations, CV writing and interview skills. So now, I can use all the skills that I have learned to help me look even better to a future employer.

I loved being part of the HR team! The whole team were amazing, helping me where they could, being kind and in general very welcoming and friendly. I loved working on my project and helping where I could around the office. Every day I would learn something new and the meetings that I attended taught me how to be professional in the workplace as well as other things that I can take with me and use later in life. I also enjoyed talking to people, learning about their experiences and how they got to where there are today.

From my project, I have learned more about how physical health and mental health are linked and if one is bad, so is the other. It was great to find out about Stork's WeCare programme, as more people are likely to confide in a fellow co-worker if they needed to talk to. I have found that Stork has an extremely detailed support system and has the information that their employees should know about how to stay active and healthy and tips to keep a good wellbeing and mindset within the workplace.

On the 11th of July, other mentees came to Stork for a demo day. Some of which, were friends of mine and we all agreed that it was fun and very interesting to learn how each of the small moving parts of the business worked together. My personal favourite was when I got to practice using the breathing apparatus. We also enjoyed the No Wrong Path game that demonstrated how people did not have a direct path to where they are now and just how different they all are.

I have learned so much during my time at Stork and I hope to use to my advantage in any future endeavours. I hope to stay in contact with the people that I have started to make connections with throughout the internship. Stork was a wonderful experience and I'm grateful to be a part of that. It has given me a massive confidence boost and skills to start into the world of work.



Aldred (centre) with fellow career ready intern Cameron Scott (front 2nd right)

RECOGNITION



We take pride in all of our achievements and we want you to know this by our commitment to recognising and rewarding success.

Douglas Ibbotson,
Compensation &
Benefits Manager

Celebrating 1 year of YourBenefits

Our employee benefits platform is officially one year old! Over the past year, [YourBenefits](#) has made it easier than ever for employees to access and take advantage of the incredible perks available at Stork.

From our recognition awards, wellbeing centre and discounts, to the holiday purchase and our SmartTech schemes. The platform has become a vital tool in supporting our wellbeing and work-life balance.

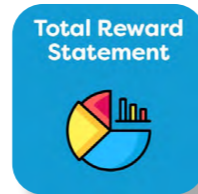


The perks just keep getting better!

Total Rewards Statement

We're continuously looking for ways to improve our employee's experience at Stork. Therefore, we are pleased to introduce YourBenefits' Total Reward Statement. Employees can now see a summary of their full benefits package at a glance and all the perks that come with working at Stork. This new tool will help you to quickly understand to monetary importance of the benefits that you receive.

Look out for this tile on the homepage of YourBenefits to access your Total Rewards Statement.



Salary Sacrifice and Payroll Benefits

Discounts and Savings

Lifestyle Benefits

Total Reward Statement

Did you know about all the great benefits you get for being part of YourBenefits? We would like to show just how much you stand and receive through your benefits on top of your annual salary. Here's an overview of your full rewards package!

Annual Rewards: £35,071.12

- Salary and bonuses: £30,000.00
- Additional Benefits: £350.76
- Salary sacrifice and payroll benefits: £1,896.45
- Discounts and savings: £1,823.17
- Health and Wellbeing: £1,000.00
- Lifestyle Benefits: £800.00
- Travel: £2,700.00

Salary and Bonuses

Salary and bonuses

This is the basic contractual annual salary payments plus any additional bonuses.

Category	Value
Basic Reference Pay	£30,000.00
Additional Bonus	£500.00
Total:	£30,500.00

[Click here to watch a demo](#)

Sessions mean prizes

Did you know?

Attending a Rewards Gateway session puts you in with a chance of winning some fantastic prizes. Ian Kerr, HSEQ Advisor, won a £300 lastminute.com voucher through [YourBenefits](#) by attending a Reward Gateway presentation. He received an invite through the Reward Gateway marketing emails, where anyone can sign up. These updates allow you to receive invites for their presentations and competitions. What are you waiting for, sign up to be in with a chance of winning!

To sign up follow the steps below:

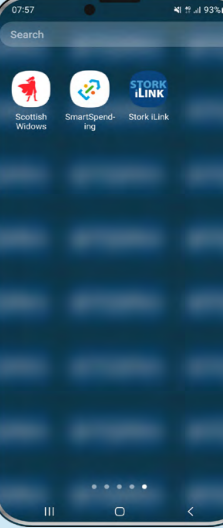
- Click 'Account' on top right of screen
- Then click 'Communication Preferences'
- Then put both email digest and Weekly top discount offer to 'On' under subscriptions

October: Pension awareness month

Why not take a look at what your pension prediction is, it's never too late to make meaningful changes.

Remember you can access a wide range of videos and advice via the YourBenefits platform or through the [Scottish Widows](#) app.

Beneficiary nominations have increased from 16% to 27% this year. Have you updated your details? Access your form via the YourBenefits platform or contact yourbenefits@stork.com.



What's that, another industry awards shortlisting?

We've been named finalists within two categories at this year's OEUK Awards. This flagship event recognises and celebrates the outstanding achievements and contributions within the UK energy industry. We're shortlisted for:

- Neighbour of the Year
- Apprentice of the Year – Jamie Shingler

[Click here](#) to reveal the full shortlist. The winners will be announced at a glittering ceremony on Thursday, 28th November at P&J Live in Aberdeen. Below we've listed the stories behind why we were shortlisted within each category.



Neighbour of the Year

This award recognises companies that have exemplified exceptional corporate social responsibility and community engagement.

Corporate Social Responsibility (CSR) is pivotal throughout our business as we strive to fulfil our purpose of [Maintaining a Better World](#). Following the implementation of [DRIVE](#), we established a dedicated CSR group focusing on 4 pillars, which include:

- Sustainability, Decarbonisation & Energy Transition
- Community Involvement
- Developing Young People
- Healthy Working Lives

We want to create lasting change for our people and the communities in which we operate. Stork is one team, no matter our position or location, we work together to make a difference.



Apprentice of the Year – Jamie Shingler

The award recognises the apprentices making their mark in the UK energy industry; those who have delivered tangible benefits to their employer and are recognised as future leaders.

Jamie joined Stork in August 2022, as an Apprentice Rope Access Equipment Stores Operative and has since continually shown exceptional professional and personal development. From day one, Jamie has shown great commitment and enthusiasm to develop himself, whilst taking on opportunities beyond his role to widen his visibility and contribution to Stork.

On top of his day job, Jamie has taken on the role of employee representative for the Aberdeen base facility and is a member of the Community Involvement Group (CIG), taking an active role in many CSR activities. Well done Jamie!



DRIVE Take the Lead Awards

DRIVE's [Take the Lead Awards](#) celebrate those who go above and beyond their day to day role and demonstrate our core values: Integrity, Teamwork, Excellence and Client Focus.



Q3 Safer Together Awards

We take pride in the achievements of our colleagues and want to recognise and celebrate all their successes. Keep nominating your teammates for their great work and going that extra mile. Let's shout about success!

[Safer Together's Recognition Awards](#) congratulate excellent performance and outstanding efforts at any time of the year. They are aimed towards improving Stork's HSEQ culture, behaviours and working practices:

- Bronze - Excellent Safety Behaviour
- Silver - Consistent demonstration of exceptional safety behaviour
- Gold - Outstanding contribution to Stork's safety culture



Long Service Awards

No Years	Offshore	Site	Office
10 Years	5	0	4
15 Years	8	3	1
20 Years	7	1	2
25 Years	2	0	0
30 Years	1	0	0

Promotions

Name	Department	New Role
Annette Burnett	Facilities	Senior Facilities Administrator
Ian McKessick	Base Facility Plant	Lead Compressor Technician
Luke Fossett	Mechanical Services	Project Manager
Mark McGrotty	Apache	Contract Delivery Manager
Paul Jeffery	Mechanical Services	Project Manager
Philip Anderson	Harbour Energy	Project Engineer
Ryan Johns	Centrica CSL	Contract Improvement Manager
Steven Shirlaw	HSEQ	HSEQ Manager - Scotland
Wayne Taylor	HSEQ	HSEQ Manager - England



MEET YOUR 2024 FINALISTS

WE CARE

Marc Wood
Alfie Foxton-Smith
James Scott

WE SUPPORT

Michael Taylor
Vicky Moir
EnQuest Deck Team

WE PROTECT

Apache Contract Team
Exxon Fawley Contract Team
Harbour Energy Contract Team

TAKE THE LEAD

Joseph McGunnigle
Jamie Shingler
Ana Troconis

RISING STAR

Liam Howlett
Kristi Strachan
Eilidh Pirie

Plus surprise awards will be announced at the ceremony...

INTRODUCING OUR SPEAKER:

Dr T (Dr Tharaka Gunarathne), based in Aberdeen, Scotland, is a three-times TEDx Speaker, Podcaster and TV Psychiatrist - appearing as resident Mind Expert on celebrity shows.

Having become a Medical Doctor around 20 years ago, and specialising as a Consultant Psychiatrist, Dr T now takes his insights on 'Mindset and High Performance' to audiences across the world.



INCLUSION



We will always take account of the differences between people and groups and value those differences, providing a sense of belonging and respect.

Katherine Webster,
Employee Engagement
HR Manager

Employee Networks



It's been a few months since the launch of our Employee Network Groups and we're thrilled with their success to date.

Our hosts:

- Men's Health: Paul Green
- Early Careers: Craig Mann
- Women's Health: Tracy Middleton
- Working Parents and Carers: Ellie Horne / Amie Wilson
- Neurodiversity: Sam Ivers
- Armed Forces: Wayne Taylor



Paul Green



Craig Mann



Tracy Middleton



Ellie Horne



Amie Wilson



Sam Ivers



Wayne Taylor

Highlights

- Networks are open to everyone and can be accessed in person and via teams.
- There are no actions! We encourage you to come along and join in the conversation, share what you are comfortable to share and take away what is important to you.
- Build a network of support across Stork with those who have similar experiences
- Bonus guest speakers and insights sessions to build personal and professional development

Want to join? [Sign up here](#)



Bob Keiller and Derrick Thomson (centre) with Early Careers Network Group

Inclusion Week 2024



National Inclusion Week 2024 took place in September and what a week! **Impact Matters** was this year's theme. Each one of us holds the potential to make a profound and positive impact and our activities throughout the week showcased how we can do this.

Our Inclusive launch session

We welcomed the **Stoltman Brothers**, the world's strongest brothers, to our Aberdeen facility to share their story of overcoming adversity and achieving their dreams. The brothers shared their personal story of living with autism, mental health, resilience and the importance of teamwork and community. [Click here](#) to hear the Stoltman brothers story.



Left to Right: Luke Stoltman, Tom Stoltman and Katherine Webster



Launch of Inclusive Behaviours Guidance: Signage and Posters

In response to your feedback, we've been making changes and are delighted to launch new guidance that will be communicated throughout Stork. These include

- Meeting Room Guidance
- Visitor Guidance
- Canteen Guidance

Take a look at the documents [here](#) and be sure to familiarise yourself with the content.



Inclusive Workplaces Suggestion Box

Do you have a suggestion on how we can create an inclusive workplace for you, our workforce or our visitors? Share your ideas, suggestions and feedback with us in this newly created [suggestion box](#) to help us improve the experience for all. Scan the QR code to find out more.

People Manager Team Briefs

Leading by example is critical to sharing the message and our people managers took the lead in the build up to Inclusion week by holding team briefs.

They covered an insight into Inclusion Week and empowered team members to get involved but also reflected on their Inclusive Leadership training and personal trait development progress.

Launch of New Activities

- Inclusive Workplaces Task Group
- Inclusive Workplaces Suggestion box
- Inclusive Behaviours Guidance: Signage and Posters
- [Inclusion Knowledge Hub: Sharepoint](#)
- [Employee Network: Sharepoint](#)
- [LXP](#) inclusion training playlist

Reminder of Existing Activities

- Employee Networks
- Quiet room and multi faith room (Aberdeen facility)
- External accreditations and charity work
- Employee Voice: [Employee reps](#) and [WeCare colleagues](#)
- [YourBenefits Platform](#)
- [Engagement Calendar](#) (wide range of awareness days/sessions)
- Inclusive Leadership Training
- Employee Surveys



Employee Engagement Survey

Employees were invited to participate in our Employee Engagement Survey, developed from our newly launched Stay Interview Policy allowing you to provide feedback on why you choose to stay at Stork.

Drum roll... the results are in:



General

Overall, employees are satisfied and like our culture and are engaged, however there are some concerns with the ongoing divestment.

Wellbeing

Focus and materials being shared are strong but more interactive activities have been requested to bring the content to life within own teams, as well as more formal sessions being offered.



Development

Good feedback channels in place, however desire for targeted development of individual needs, above and beyond the needs of the existing role.



58% Office and Aberdeen Base employees responded

Recognition

Good recognition and benefits schemes available, further support needed to enhance awareness and accessibility for those on site / offshore.



Inclusion

Belonging and respect is felt, DE&I activities positive, targeted activities for managers good. Need to ensure enough time is made available to commit to activities and managers lead by example.



13% Site based employees responded

Voice

Good engagement mechanisms in place, more targeted team and cross team activities desired, more visibility from UKLT requested.



Offshore employees responded **29%**

Engagement

Overall positive, however a lot of emails and alternative methods could be considered including people managers taking the lead. More technical engagement desired.



Future Steps

A cross section of employees will be invited to attend a one-to-one stay interview to delve deeper into the survey responses.



Offshore and Site - Do you want to be an employee representative

At Stork we value the input of our workforce and believe everyone should have a voice. One great way to do this is via our Workforce Rep group who meet monthly via Teams call and every quarter members of our UK Leadership team also join.

The Employee Forum is key to ensuring that our employees have a voice, can provide feedback and allow open communication on matters such as employment, organisational changes as well as policies and procedures that affect our workforce. We also welcome your input on any initiatives we are working on. Is your location represented? Look out for the next round of nominations and ensure your voice is heard.

Reach out to us at DRIVE@stork.com to discuss the role.

Investors in People

As part of our Investors in People accreditation we undertake a mid-term assessment to ensure we remain focused on delivering the framework. This review is led by an external consultant to ensure our colleagues can be open and honest with their feedback.

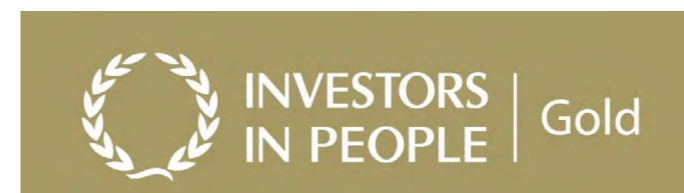
This assessment took place in Q3.

July:

- Investors in Young People Assessment
- Light touch review with selected Senior Management Team members

August:

- Investors in People Assessment
- 60+ Colleagues selected to provide feedback



Investors in People

What to be proud of:

- Significant cultural transformation is taking place, evidenced during employee interviews
- Broad range of initiatives in place to engage with colleagues and ensure our vision and values are achieved
- Recognition models are in place with an accessible and engaging benefits framework

What to work on and what we are doing

- Ensure the recognition and benefits framework is understood across all of Stork – A benefits booklet, videos and more in person sessions are all underway
- Ensure leadership and management style is consistent across Stork – Management development sessions will continue to be delivered
- Improved management of below expectations performance – Accountability at all levels is key and will be reviewed in more detail by the UKLT

Investors in Young People

What to be proud of:

- 'Grow your own' business model with career progression and talent management systems in place
- Duty of care for young people is clear
- Strong corporate and social responsibility

What to work on and what we are doing:

- Creation of a Young People Strategy – This is underway!
- Enhanced P&D system to ensure more regular reviews for early careers to drive performance – Managers will be encouraged to build in more catch ups
- Formalising mentoring and coaching across Stork – Formal training is underway and consideration will be given to how this is rolled out

Investors in People Interview Quotes

“Stork is a great place to work – there’s a genuine commitment to enhancing the employee experience – definitely not a tick box exercise”.

“In Stork, no-one is left behind – we all have the opportunity to progress our careers”.

“We truly practice what we preach – we are very active in our communities, partnering on schools’ projects; clean-up campaigns; food banks etc.”



As your representatives, we listen to employees, take their views forward and provide feedback. This enables employees to shape the culture of Stork.

Your dedicated Employee Representatives



Lets take a look at our recent CSR activities

Celebrate Aberdeen Parade

[Celebrate Aberdeen](#) showcases the enormous contributions of charities, voluntary groups and enterprises from across north-east Scotland.

Members of Team Stork joined the parade on the 31st of August alongside [Clan Cancer Support](#), our Aberdeen chosen charity, to celebrate the amazing work they do for those whose lives are impacted by cancer.



Left to Right: Ian Kerr, Siobhan Ley, Emma Stephen, Anna Farquhar, Chrisanne Aitken and Emma Stewart

Clan Summer Ball: 27th July

10 lovely Stork ladies joined Chrisanne Aitken, Proposals Engineer, at the Clan fundraiser at the Altens Hotel on the 27th July. Alongside her friend / Clan Community Development Coordinator Ross, Chrisanne helped organise the event, which raised **£13,000.00** on the night! By attending, they demonstrated their commitment to raising awareness and money for Stork's Aberdeen charity of choice.



Left to Right: Allison Goldie, Sabrina Taylor, Denise Kinghorn, Lisa Ogston, Fiona Gillen, Lyndsey Esson, Siobhan Ley, Kerry Kelman, Elaine Milne, Amy Castanie, Chrisanne Aitken

We want you to know and own Stork's vision, understanding the part you play to get us there, while keeping you informed during every step of our journey.

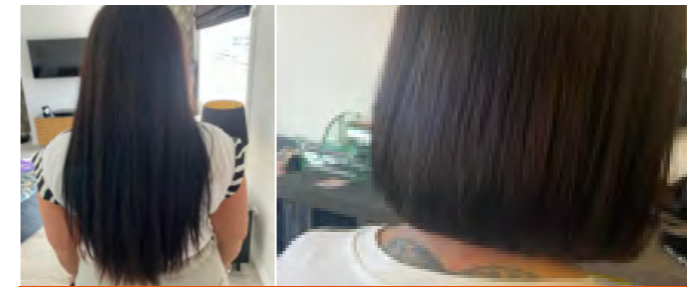
Jennie Ramsay,
Communications & Marketing Manager



Pauline Burnett (L) and Kerry Coleman (R)

Clan Banchory Summer Market:

Kerry Coleman and Pauline Burnett gave up their Saturday to volunteer at the Clan Summer Market in Banchory on the 18th of August. There were raffles and lots of lovely stalls selling homemade items. Pauline also brought along some fine pieces to sell (Biscoff Slice and Lemon Curd & Blackcurrant cake).



Kim Cowie's Big Chop in Aid of Charity

Charity hair cut

The [Little Princess Trust](#) is close to Kim's heart, with a personal reason for wanting to donate her hair. In total she cut off **13.5 inches**, which is enough to create wigs for 2 children. In addition, she raised **£1,100** in kind donations from staff, friends and family, which had gone towards making 2 more wigs.



Industrial & Mechanical Team Managers

Maintaining a better world, sustainability

On the 16th of August, our Industrial & Mechanical team took part in a Litter Pick throughout Oldmeldrum, as part of our ongoing local commitment to corporate social responsibility. Together, they collected over **28kgs** of waste, demonstrating that small actions can make a big difference!



Donation from Stork

Aberdeen food drive

At the end of June, the Community Involvement Group (CIG) set about organising a food drive across the Aberdeen facility, in aid of our local [Trussell Trust](#) foodbank. The items collected were dropped off at the Aberdeen North Foodbank and it's safe to say both the CIG team and foodbank staff were overwhelmed with the generosity and support shown by our colleagues.

An incredible **294kg** of food/toiletry items were donated, which will contribute towards over **200** emergency food parcels for those in need within our local community. This is incredible!



UK Leadership Team and Anna Farquhar, Executive PA

UK Leadership Team CSR

Corporate Social Responsibility plays a vital role within Stork and our employees participate in a variety of volunteering and fundraising activities UK wide. This commitment is supported and matched by our UK leadership team.

On Wednesday 7th August, the leadership team spent the afternoon at [Inchgarth Community Centre](#) carrying out a range of gardening and cleaning activities to maintain the outside play area.

Robert Taylor, Business Development Director commented,

"It was such a rewarding experience to work with a neighbourhood project that is making a difference within our local community. It enabled us, as a leadership team, to gain perspective and learn from those who have overcome challenges through perseverance to create a space which benefits the entire community".



Members of the Business Development team at Aberdeen Cyrenians

Business Development CSR

On Wednesday 28th of August, our business development team were back out in the community volunteering at [Aberdeen Cyrenians](#) to sort through a variety of donations. This local Aberdeen charity supports some of the most vulnerable people in the north-east of Scotland.

Jennie Ramsay, Communications & Marketing Manager, commented: *"It was a rewarding experience that all of the team thoroughly enjoyed. We had the opportunity to come together, contribute to a meaningful cause and witness first-hand the impact our efforts can have on our local community. Thank you to the lovely team at Aberdeen Cyrenians for having us!"*



Victoria Price and Charlotte Lee with Grimsby school leavers

Grimsby School Leavers Fair

Victoria Price and Charlotte Lee from our recruitment team in Humberbank, recently attended a school leaver fair in Grimsby.

The fair attracted a wide range of pupils who had shown interest in what our business areas do. As part of the stand, the pupils were given the opportunity to make knots associated with our rope access activities.

Talking and Donating

On Thursday 5th September, Ken Pirie and his direct reports gathered to discuss work priorities and plans for 2025. Ken thought this was an appropriate environment to also have an open and honest chat about how everyone was doing/feeling, about the need to always look out for each other and some other more general 'Men's Health' topics.

In addition, they also took the opportunity to do something for the community and gathered foodbank donations, which was added to our growing collection box in the Aberdeen office. This was all dropped off to our local [Trussell Trust](#) Foodbank. Well done team, this is a great example of both looking out for one another and the wider community.



Chapter One: Support a child with their reading

As part of our ongoing contract and relationship with Sellafield, we have partnered with the charity, [Chapter One](#). This involves online volunteering opportunities, providing 30-minutes a week to make a direct impact on the lives of young children who are facing disadvantages and struggling with reading.

With 20 volunteers, UK wide, the partnership is due to kick off at the end of September. Did you know? **40%** of 11-year-olds from disadvantaged backgrounds in England leave primary school unable to read English well, leaving them a full nine months behind their peers.



Wilton team lunch

Wilton Lunch

Richie Lobb, Asset Integrity Contract Delivery Manager, organised a working lunch at the Wilton branch in Teesside with the Wilton / ConocoPhillips Stork management and supervisory team. This provided the opportunity to introduce Clarke Smith, the new Wilton Storeman. The lunch enabled the teams to discuss resources, equipment and share knowledge. This is a great example of engagement across sites, to ensure everyone is effectively working together.



Beast Mode Activated

Beast mode was well and truly activated on Saturday the 21st of September as 40 colleagues took on the Beast Race at Knockburn Loch, Aberdeenshire. They ran for miles, waded through bogs and thick mud all in aid of [Clan Cancer Support](#).

Team Stork raised over **£8,300!** This is an incredible achievement, well done to everyone who took part, those who supported on the day and all who donated. Until next year...



Paul at the top of Ben Nevis

Going the Distance

Paul Jeffery, Senior Project Engineer, took on the Scottish 3 Peaks Challenge to raise money for Prostate Cancer UK.

The stats:

- Distance Walked: **54km**
- Walking Time: **12hrs 32mins**
- Time to complete: **25hours**
- Steps Taken: **74,012**

Paul shared, "Thank you very much for Stork's donation, it has helped towards doubling my £1000 initial target". Well done Paul!



£100 donations for charity events

As part of our ongoing CSR initiatives, did you know that you can request a £100 donation up to 4 times a year for taking part in an external charity fundraising event? This scheme is open to everyone across Stork, and we want to hear what you're doing to support charities close to your heart.

Since the start of 2024, we have made donations to over 20 employees. If you're taking part in an upcoming event, email the [CSR Group](#) to discuss a donation.



Members of the Finance Team



Members of Occupational Health, Facilities and HSEQ with Bailies of Bennachie

Finance litter pick

On Monday 16th August our finance team undertook a litter pick around Dyce. The team picked up a large volume of litter in the area.

Brian Paul, Group reporting manager, said: "A good haul of litter was picked up. We did the same area around this time last year and picked up about the same volume of litter so it was worth going back to".

Conservation for a better world

In September, our Facilities, Occupational Health and HSEQ teams worked alongside conservation partners, [Bailies of Bennachie](#) to support them in creating willow tunnels in the picnic area at Bennachie. In addition, the teams conducted a litter pick, ensuring the support our company purpose of 'Maintaining a Better world'.

We continually work to promote sustainable development goal 15 (Life on Land) and SDG goal 17 (Partnership for the goals), raising the flag together as partners supports our aim towards achieving the [Sustainable Development Goals](#)



Left to Right: Katherine Webster, Paul Green, Men's Network Group Host and Men in Mind Facilitator and Andy Joss, Men in Mind Founder

Men in mind

Our recently launched Employee Network Groups provide an opportunity for likeminded colleagues to connect, share experiences and support each other on a variety of topics. Yesterday, our Men's Health Employee Network Host, Paul Green who is also a Men in Mind Facilitator was joined by Andy Joss, Men in Mind Founder to speak to colleagues about the work they do to support men's mental health.

[Men In Mind](#) provide peer-to-peer mental health support tailored specifically for men over the age of 18. Despite growing awareness of mental health issues, men often encounter unique barriers in seeking help due to societal stigmas and traditional gender norms, therefore, the group has created a safe and supportive environment where men can openly discuss their struggles and find support from their peers. Paul Green said

"At Men in Mind, we want to create a safe environment where Men can come along and get off their chest what is bothering them. If by doing this it helps them sleep better that night, the group has done its job for that week"

Thank you Andy and Paul, your presentation encouraged conversations between employees and emphasised the vital role our [WeCARE Colleagues](#) play across Stork.

HSEQ Corner

Q3 Campaign: Cardiac Health



Cardiovascular disease (CVD) is a general term for conditions affecting the heart or blood vessels. It's usually associated with a build-up of fatty deposits inside the arteries and an increased risk of blood clots. The exact cause of CVD is unclear, but there are several things which may increase your risk of getting it. One of these is hypertension (high blood pressure). High blood pressure can lead to serious problems such as heart attacks or strokes, but lifestyle changes and blood pressure medicines can help you to stay healthy.

Our [Q3 materials](#) provide an array of signs / symptoms to be mindful of and top tips that you can put into practice, to ensure you keep your heart healthy. Take a look at our [short video](#) to find out more about the hidden signs of heart problems.

Supervisors and managers are to arrange sessions with their teams, roll out the materials and fully encourage two-way communication to facilitate positive conversations and seek [feedback](#).

Behavioural Safety

On Tuesday 25th of June, Craig Wiggins, Executive Director of [Step Change in Safety](#) joined us at the Aberdeen facility to give a presentation on Behavioural Safety.

Behavioural Safety is an approach to safety management that focuses on workers' behaviour as the cause of work-related injuries and accidents. The importance of implementing a behaviour-based safety programme lies in its pragmatic approach to removing the most common source of workplace injuries or accidents - "human error". We are all human. Our actions have consequences and those actions can be influenced by many factors.

Grounded in the principles of behavioural science, behavioural safety aims to identify and reinforce safe behaviours while discouraging unsafe ones. The core idea is to understand why people behave the way they do and to use that understanding to encourage safer practices.

Watch Craig's presentation by [clicking here](#) or scanning the QR code.



The 2024 Triathlon has come to an end:

After months of triathlon activities, we've crossed the finish line and the winners have been drawn! Thank you to everyone who entered and dedicated their time to healthy activities, employee inclusive engagement and corporate social responsibility initiatives. Each year the Triathlon gets bigger and better, and this year was no different. It was fantastic to see that 125 employees participated, which was a significant increase from 2023. The winners are:



1st Kim Cowie
£750 Voucher and invitation to Safer Together Awards



2nd Kerry Coleman
£500 Voucher and invitation to Safer Together Awards



3rd Katherine Webster
£250 Voucher and invitation to Safer Together Awards

All winners between 4th and 10th will have an invitation to the Safer Together Awards taking place on the 31st of October or a £100 voucher alternative:

4th - Brian Paul

7th - Emma Fergusson

10th - Natasha Rodgers

5th - Chloe Morland

8th - Abigail Udo

6th - Christie Marriott

9th - Marc Wood



@Stork UK
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Thank you for once again reading the latest edition of DRIVE News. We hope you've found the articles useful, interesting and most of all, fun to learn about your colleagues.

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